

Deloitte.



*my*Benefits
*my*Choice

**The solution for your
Flexible Benefits Plan**

Discover how your organisation can offer its employees a flexible benefits package

What is a flexible benefits plan?

A flexible benefits package gives your employees the ability to choose between different benefits, often in exchange for salary or other already existing benefits. A flexible benefits package can be an answer to the demand from employees for more flexibility and a more individualised salary package. It may also be a way to differentiate your position in the continuous battle for passionate talent, may help you in harmonising benefits or increase your employee value proposition.

A successful flexible benefits plan requires a clear vision, a correct legal application, a cost efficient tax and social security setup, transparent communication and a balanced budget.

Our experience teaches us that many companies encounter certain obstacles and are looking for expertise during the project trajectory, e.g.:

- Is a flexible benefits plan feasible within my organisation (taking into account the legal framework, my organisational structure, the employees' benefits satisfaction & preferences, etc.)?
- What will be the cost of implementation and maintenance?
- What is the expected administrative burden for my HR team and can this be mitigated?
- Which software is available?
- Etc.

Our approach for a flexible benefits plan

My Benefits My Choice is a practical solution which bundles different steps assisting your organisation to investigate, design and implement a successful flexible benefits plan.

Our offering is supported by an online application, allowing you to quickly implement and maintain a flexible benefits plan that can easily be managed.



Expertise

We offer a multi-disciplinary skillset, combining different areas of expertise:

- Project management
- Reward
- Tax & social security
- Legal
- HR and change management



MBMC - application

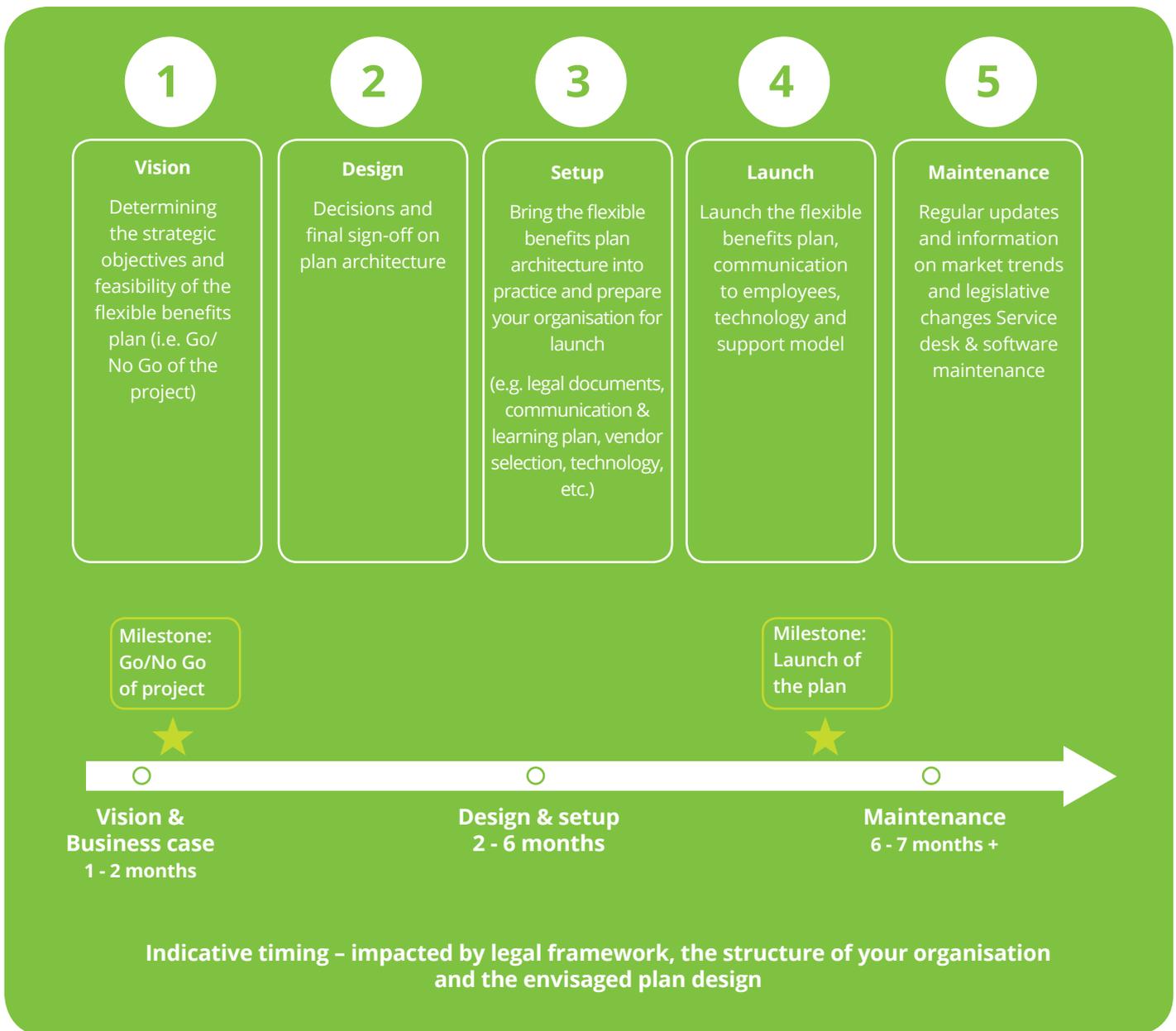
My Benefits My Choice (MBMC) is a stand-alone web-based application that provides optimal support for the implementation and administration of a flexible benefits plan, including:

- Employee environment
- HR environment



Our roadmap

My Benefits My Choice incorporates a multidisciplinary skillset around what we believe to be the core elements of building and implementing a successful flexible benefits offer, tailored to your needs and desires. We work with you during the different phases of a Flexible Reward project life cycle, providing our expertise and technology support.



Contact details

Contact your Deloitte GES contact or the dedicated team mentioned below for more information on My Benefits My Choice, the solution for your flexible benefits plan: through the specific email address: betaxmbmc@deloitte.com



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